

Version No.	Approved By	Approval Date	Effective Date
1.0	President & BOT	March 2022	Fall 2022/2023
SCOPE	The scope of this policy applies to all AU employees (academic, and administrative), and contractors of AU.		
TERMS, DEFINITIONS AND ABBREVIATIONS	AU: Australian University or the University.		
POLICY PROVISIONS			

1.1 AU prohibit modern slavery, human trafficking, forced labour, and child labour, and it operates in full compliance with [Kuwait labour law no. 6 of the year 2010](#). This policy explains our legal alignment and the controls we apply since our establishment.

1.2 Article (19)

It shall be prohibited to employ persons who are below the age of 15 years.

1.3 Article (20)

Subject to the approval of the ministry, it shall be allowed to employ juveniles who reached 15 years of age but did not exceed 18 years subject to the following conditions:

- They shall not be employed in industries or professions that are, by a resolution of the Minister, classified as hazardous or harmful to their health.
- They shall have a medical examination before the start of employment and thereafter have periodical similar examinations at intervals not exceeding six months. The Minister shall issue a resolution in which he shall determine these industries and professions, as well as procedures for and intervals of such medical examinations.

1.4 Article (21)

Juveniles shall work for maximum of six hours per day, and shall not be employed for more than four hours straight, followed by a break of not less than one hour.

They shall not be employed for overtime working hours, on weekly rest days, official holidays or at any time from 7:00 in the evening to 6:00 in the morning.

Employment of Women

1.5 Article (22)

It is prohibited to employ women at night during the period from 10:00 at night to 7:00 in the morning. This excludes hospitals, sanatoriums, private treatment homes and establishments in respect of which a resolution by the Minister of Social Affairs and Labour shall be issued. The employer shall, in all cases referred to in this article, provide them with all security requirements as well as transportation means from and to the workplace.

The working hours during the holy month of Ramadan shall be excluded from the provisions of this Article.

1.6 Article (23)

It shall be prohibited to employ any woman in works that are hazardous, arduous or harmful to health. It shall also be prohibited to employ any woman in jobs that violate morals and that exploit her femininity in violation of public morals. No woman shall be made to work at establishments that provide services exclusively for men.

Such works and establishments shall be specified by a resolution from the Minister of Social Affairs and Labor after consultation with the Labor Affairs Consulting Committee and the competent organization.

1.7 Article (24)

A pregnant working woman shall be entitled to a paid maternity leave of 70 days, not included in her other leaves, provided that she gives birth within this period.

After the end of the maternity leave, the employer may give the working woman, at her request, an unpaid leave for a period not exceeding four months to take care of the baby.

The employer may not terminate the services of a working woman while she is on such leave or during her absence from work because of a sickness that is proved by a medical certificate that states that the sickness resulted from pregnancy or giving birth.

1.8 Article (25)

The working woman shall be allowed a two-hour break during her working hours in order to feed her baby according to such conditions as shall be set forth in the Ministry's decision. The employer shall establish a nursery for children below the age of 4 at the place of work in the event where the number of female workers exceeds 50 or the number of workers exceeds 200.

1.9 Article (26)

A working woman shall be entitled to remuneration similar to the remuneration of a man if she performs the same kind of work.

1.10 Article (98)

The right to establish unions for employers and the right to syndicate organization for workers is guaranteed in accordance with the provisions of this Law. The provisions of this chapter shall apply to workers in the private sector. They shall also apply to the workers in the public and oil sectors to the extent that they do not conflict with the provisions of other laws regulating their affairs.

1.11 Kuwait Labour Law under Article (98) stipulates the right to establish unions for employers and the right to syndicate organization for workers is guaranteed in accordance with the provisions of the law.

1.12 Equivariant rights of outsourced workers and third parties:

Recognizing that routine services (e.g., cleaning, security...etc.) are delivered by third-party contractors, AU requires all vendors to comply with AU's zero-tolerance policy on

modern slavery, forced labour, human trafficking, and child labour, and to operate in accordance with Kuwait Labour Law No. (6) of 2010.

Compliance obligations are embedded in contracts and monitored by AU. Any verified violation will trigger corrective action and may result in suspension of services, withholding of payments, blacklisting, contract termination, and non-renewal.

AU requires, through its contracts and purchase orders, that all vendors and subcontractors guarantee equivalent rights for any worker assigned to AU premises, consistent with Kuwait Labour Law No. (6) of 2010 and AU policies. Contracts include clauses, and audit/inspection rights (corrective action, suspension, non-renewal, or termination/blacklisting) for non-compliance.